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ABSTRACT

This paper is a content analysis of 202 job advertisements located in the "American Association of Law Libraries Newsletter" (AALL Newsletter) between April 1992 and September 1993 for the purpose of determining what employers are looking for and informing individuals who wish to become law librarians about expectations in the field of law librarianship. This analysis uncovers the recent trends in law library employment qualifications. A vast majority of law library employers expect the candidate to possess at least an MLS (Master of Library Science) degree; most university or law school employers will require, or strongly prefer, both an MLS and a JD (Juris Doctor). This is important since over half of the jobs advertised in the "AALL Newsletter" during the study period are positions within university or law school libraries. Experience in a law library is highly preferred, particularly if the candidate possesses skills in computer-assisted legal research using databases with both legal (Westlaw and Lexis) and non-legal (Dialog) applications. The coding sheet is included in the appendix. (Contains 38 references.) (Author/JLB)

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LAW LIBRARIANSHIP: A CONTENT ANALYSIS OF POSITIONS ADVERTISED IN THE AALL NEWSLETTER

A Master's Research Paper submitted to the
Kent State University School of Library and Information
Science in partial fulfillment of the requirements
for the degree Master of Library Science

by

Karen E. Field

November, 1993

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ABSTRACT

This paper is a content analysis of 202 job advertisements located in the American Association of Law Libraries Newsletter between April 1992 and September 1993 for the purpose of determining what employers are looking for and informing individuals who wish to become law librarians about expectations in the field of law librarianship. Since there are no definitive, minimum qualifications for becoming a law librarian, a debate often arises within the legal community as to how much education and experience is adequate. This content analysis uncovers the recent trends in law library employment qualifications.

A vast majority of law library employers expect the candidate for law librarianship to possess at least an MLS. Most university or law school employers will require, or strongly prefer, both an MLS and a JD. This is important to know since over half of the jobs advertised in the AALL Newsletter during the study period are positions within university or law school law libraries. Experience in a law library is highly preferred, particularly if the candidate possesses skills in computer assisted legal research using databases with both legal (Westlaw and Lexis) and non-legal (Dialog) applications.

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I. INTRODUCTION

The field of law librarianship is a prestigious one that has evolved over decades. The turn of the century was the changing point for unsophisticated law libraries of all types. In 1906 the American Association of Law Libraries (AALL) was formed to advance the study and discussion of law librarianship as a separate division from the American Library Association (Small 1908, 4). One of the major problems facing AALL is the recruitment of new members to the field of law librarianship, a task which is hampered by the fact that many library schools do not actively encourage students to seek a career in a law library. More importantly, most library schools do not offer courses designed to prepare library students for law librarianship (Mersky 1991, 36). Because of the unique problems experienced by law librarians, a great deal of specialized knowledge is required to perform any of the normal tasks of a library environment, such as reference or cataloging, because the field of law has publications and research tools peculiar to the trade. Since the law librarian requires a specialized body of knowledge, a debate exists within the

legal community as to the recommended qualifications that are prerequisite to employment within a law library and which institutions should be taking on the task of training law librarians.

The law is a very complex profession and one that requires both experience and classroom education for adequate comprehension. Lawyers spend time in law school to prepare for the complexity of interpreting and practicing law. Law librarianship is equally as challenging in that legal professionals expect the law librarian to be knowledgeable and helpful when asked about legal research and reference tools. The patron seeking help in the law library is likely to be a law student, lawyer or judge, representing a highly intelligent group of users requiring advice and training specifically geared toward legal research materials. Robert Oakley, Director of the Law Library at Georgetown University Law Center gives a comprehensive overview of the law librarian's responsibilities as follows:

> As law librarians, knowledge of legal sources forms the core of our discipline, and a librarian contemplating practice in a law library must have a good grasp of the way basic legal sources are published and how to find them. Those include, at a minimum, cases, statutes, and regulations at the state and federal level. The student should also understand the various legal finding tools including digests, citators, and periodical indexes. They should know what a loose-leaf-service is, have some familiarity with the most

> important ones, and know generally how to use them. Finally, they should be able to find legislative documentation and be comfortable locating treaties and other basic international documents (Oakley 1989, 157-8)

Requirement of the Juris Doctorate (JD) as well as the Masters in Library Science are often expected in the top level of management within an academic law setting, as documented by the professional standards set by the American Association of Law Schools (AALS) and the American Bar Association (ABA) since the early 1900s (Frantz 1951, 96). Yet elsewhere, such as in law firms or corporate legal departments, an acceptable minimum standard differs depending upon the hiring institution and the candidate for employment. Some members of the legal community have voiced their strong criticism of hiring as law librarians those individuals who do not possess a JD, fearing a lapse in the high standards and integrity of the profession and a lack of respect for the scholarly research performed if non-lawyers are permitted to practice law librarianship.

Background

A chronological history of the education and training of law librarians brings the issue to light by showing the diverse opinions that have been expressed on the subject over time. Educational requirements for law librarians became an issue in the early 1900s. John Boynton Kaiser, of the University of Illinois Library, outlined the need for

library schools to provide training of some sort for prospective law librarians, whether in the form of specialized curriculum or seminars and institutes (Kaiser 1912, 52). The 1914 meeting of AALL provided a forum for two other law librarians, E.M.H. Fleming and E.A. Feazel, to express their differing views (Fleming and Feazel 1914, 45). Fleming stressed the need for library education rather than legal training, while Feazel believed that the only way law librarians could provide a high level of service to lawyers, judges and law students was if the law librarian had legal training or education. Frederick Hicks of Columbia University spoke out advocating the need for law librarians to have legal training, but not necessarily a law degree (Hicks 1926, 1930). Like Kaiser, Hicks felt that the library schools should be the ones to provide the specialized training in the form of a structured curriculum.

In 1929 AALL created a Committee on Education for Law Librarianship to study the issues related to preparing and educating law librarians for their profession. The first study this committee undertook was an opinion poll of practicing law librarians to ascertain the minimum qualifications they expected of a new law librarian (Parma 1932, 173). The AALL charged the committee to further research of the problem, and, under the guidance of chairman of the committee, Arthur Beardsley, a survey of professional staff members of law school libraries was conducted to

determine the amount of training and education they actually possessed (Beardsley 1936, 198). The results of the survey indicated that very few respondents had formal legal or library education (only 14% had law degrees and only 16% had graduated from a library program). The numbers were almost evenly divided as to the lack of training, with 43% having NO law training and 48% possessing NO library training (Roalfe 1936, 202).

This survey resulted in changes to the standards for law school librarianship, but had little impact on AALL's decision to certify all types of law librarians. Law school libraries had fallen under ABA standards for law school accreditation since 1921, but the ABA had not seriously restricted the librarians because the standards were vague and imprecise about the type of education and amount of experience required. In 1937, AALS added a standard to its existing law school standards that required the presence of a qualified librarian, but did not specify the minimum qualifications. It wasn't until 1947 that ABA required both training and experience in the law school librarian (Greene 1992, 13).

The 1936 Beardsley survey did encourage some library schools to take an active interest in teaching law librarians. The first courses to be taught in law librarianship were at Columbia University during summer sessions (Williamson 1937, 262). In 1940 the University of

Washington began a complete curriculum on law librarianship, the object of which was to teach library skills to students with law degrees (Gallagher 1962, 216).

In 1957 and 1959 discussion again arose as to the AALL's position on minimum qualifications for entry into the profession. The problem remained that entry by certification would have to be done by examination, not just certification based upon completion of schooling or training. The point was also made that certification would have to be designed to take into account the many types of law libraries so as to avoid examination questions that were biased against those testing for non-academic librarianship.

A 1962 symposium on education of law librarians discussed programs that were in existence at Columbia University and the University of Washington, and outlined programs that were in the planning stage. Various librarians made recommendations for goals of setting minimum standards in law library education. Most suggestions centered around the definite need for both law and library training before assuming a professional position within a law library. AALL President Morris Cohen recommended advanced training in law, preferably in the form of law school courses (Cohen 1962a, 228). Marian Gallagher discussed her program at the University of Washington in which "candidates for the master of law librarianship degree must be lawyers"--with very few exceptions (Gallagher 1962, 216).

The closest AALL came to standardizing qualifications for law librarianship came in 1967 with a voluntary certification program that had four levels based upon whether the librarian possessed:

-A law and library degree,

-A law degree and 4 years professional experience,

-A library degree and 6 years professional experience, or

-Long term, responsible, professional library experience and outstanding contribution to the profession (AALL 1967, 434-435). The AALL certification process was discontinued in 1984 so that the AALL could maintain its tax status (Greene 1992, 36).

Finally, in 1988, AALL provided the ALA with "Guidelines for Graduate Programs in Law Librarianship" just as other special library groups had done at the request of the ALA Accreditation Committee (Lester 1989, 516,520).

Law librarianship is still not taught as a segment of most library school curriculum so an emphasis is generally placed upon the "law" related qualifications that the potential employee exhibits, such as the JD, an undergraduate degree in paralegal study, or extensive law library experience. At one time the qualifications for law librarianship were as simple as those for other libraries of the late 1800s: apprenticeship training with a minimal amount of specialized education.

Purpose of the Study

The purpose of the study is to determine what employers are actually looking for in their future law librarians and to clarify the fundamental requirements of law librarianship as defined by the market. Some of the questions that will be answered include:

-What types of institutions are hiring law librarians?

-Is the JD required in most instances?

-What job titles are most frequently advertised?

-How much experience is required of the law librarian?

The content analysis method of research has been an effective approach to ascertaining qualifications necessary for other types of librarianship and an analysis of law library job ads will provide valuable insights into the field of law librarianship.

II. LITERATURE REVIEW

A review of the literature found in ERIC online (1966-93), LISA (1969-92), and Library Literature online (1984-93) indicates that job advertisements are considered useful sources of information for researchers investigating the various aspects of qualifications and requirements of librarians. An early analysis of job ads for Ohio library positions was conducted by Mary Kim who performed a content analysis on ads for professional positions within Ohio libraries to determine the trend in job requirements (Kim 1981). Others have studied job ads in search of trends in the medical library field between 1961-1977 (Palmer 1978) and in 1977-1978 (Stroyan 1987) using trade material such as MLA News as a source of ads (Schmidt 1980). These researchers sought to analyze the aspects of classified ads for health sciences librarians to determine what employers were looking for at the time, and tabulated their findings into such categories as number and type of positions advertised; region of position; and the amount and type of experience for each particular position within the health science library field.

There have been a number of studies done regarding academic and public library job ads. In the early 1980s research was conducted on the job opportunities for both

public and academic librarians using classified ads located in American Libraries, College & Research Libraries, and Library Journal, to determine regional differences in openings and whether there were more public than academic positions listed (Wright 1988). A team of researchers studied the ads for academic librarians between 1983-1984 in The Chronicle of Higher Education for the purpose of locating any mention of the librarian's "rank" or "status" (i.e. tenure), and found that relatively few ads mention this aspect of employment that occurs in academic settings (Jackson and Clouse 1988). Another pair of researchers studied the ads for serials positions in academic libraries between 1980 and 1988 (Mueller and Mering 1991), while the team of Reser and Schuneman did a content analysis comparing the qualification for the positions of public services librarian and technical services librarian within academic libraries (Reser and Schuneman 1992). Reser and Schuneman analyzed 1,133 job ads to determine the differences in qualifications for the two positions, such as level of computer skills, foreign language, work experience, educational requirements and salary offered. They concluded that the technical services librarian requires more computer skills and the public services librarian requires higher educational degrees. Recently a researcher submitted a content analysis thesis of job ads for academic librarians (Hill 1992).

Research has also been conducted on the various requirements found within job ads, such as: the necessity and frequency of cataloging skills (Palmer 1992); analysis of the occurrences of computer skills in relation to cataloging positions (Furuta 1990); the infrequency with which salary ranges appear in library job ads (Fiscella and Goodyear 1985); and the comparison of library school curriculum to qualification requirements in job ads for the purpose of suggesting changes in curriculum based upon inconsistencies (Schlessinger and Schlessinger 1991).

The subject of qualifications for business librarians has been addressed utilizing a survey of academic business librarians to determine what undergraduate majors, undergraduate minors, second master's degrees, doctoral degrees and number of years experience each respondent held (Kendrick 1990).

There has been no analysis done on job ads within the law library field. One researcher (Greene 1992) performed an historical analysis of the development of requirements for law school librarians by collecting historical data from sources in which organizations such as the American Bar Association and the American Association of Law Schools set guidelines for the hiring of head librarians within academic law library settings. There are other academic law library positions which are not uniformly guided by requirements of the ABA, AALS or the American Association of Law Libraries,

such as technical services, legal reference and cataloging. Nor are the positions at law firms or corporate law libraries included in the history of ABA, AALS or AALL guidelines for law librarians. There has been no study, particularly a content analysis, that generalizes and summarizes the professional requirements of law librarians, no matter what type of institution, for the purpose of defining the generally accepted minimum standards that are required of a newly hired law librarian. This study should benefit prospective law librarians, library school educators and current law librarians.

III. METHODOLOGY

To determine the recent trend in the qualifications necessary to obtain a position as law librarian or any professional position within a law library, this study utilizes a classification content analysis applied to 202 job advertisements located in the American Association of Law Libraries Newsletter between April 1992 and September 1993. The AALL Newsletter is the best source of classified ads for law related library positions because the newsletter is devoted to law librarianship and it is sent to all AALL members without a subscription cost.

The AALL Newsletter is published ten times a year (in all months except January and August) and contains job listings in each issue. The job list appears in a section called "Career Hotline/Job Database Service." In 1989 the AALL Executive Board made a rule that if the placement listing contained a salary offer below $20,000 annually the listing would not be published. The only other requirement is that the listing employer has adopted and pursues policies to not discriminate against the protected classes in the employment of librarians and staff.

For this study all issues between April 1992 and September 1993 were collected and duplicate job ads were removed. The content of each ad was scanned and the

relevant information was transferred onto coding sheets (see Appendix A) so that each sheet contained the information from one advertisement. The categories used on the coding sheet were derived from prior content analysis studies of other areas of librarianship, as well as from a preliminary scanning of the ads before beginning the coding process. Once the 202 coding sheets were completed the information contained in them was grouped, tabulated and analyzed.

IV. RESULTS

Table 1 shows a breakdown of the types of job titles that appeared in the 202 ads, the number of times they appeared, and their percentage of the total number of ads.

TABLE 1
NUMBER AND TYPES OF POSITIONS ADVERTISED
GROUPED BY JOB TITLE

TYPES OF POSITIONS ADVERTISED	f	%
REFERENCE LIBRARIAN	43	21.3%
LAW LIBRARIAN	31	15.3%
DIRECTOR	14	6.9%
ASSISTANT LIBRARIAN	13	6.4%
CATALOG LIBRARIAN	11	5.4%
ASSOCIATE DIRECTOR	7	3.5%
PUBLIC SERVICES LIBRARIAN	7	3.5%
TECHNICAL SERVICES LIBRARIAN	7	3.5%
HEAD OF TECHNICAL SERVICES	5	2.5%
COMPUTER SERVICES LIBRARIAN	5	2.5%
ACQUISITIONS LIBRARIAN/COLLECTION DEV	5	2.5%
ASSISTANT LIBRARIAN OF TECHNICAL SERVICES	4	1.9%
HEAD OF REFERENCE	4	1.9%
BRANCH SERVICES LIBRARIAN	3	1.5%
SERIALS/GOVERNMENT DOCUMENTS	3	1.5%
REFERENCE & COMPUTER SERVICES	3	1.5%
HEAD OF PUBLIC SERVICES	2	1.0%
PATENT SEARCHER	2	1.0%
ASSISTANT REFERENCE LIBRARIAN	2	1.0%
INFORMATION DELIVERY SERVICES LIBRARIAN	2	1.0%
ASSOCIATE RESEARCH LIBRARIAN	2	1.0%
FOREIGN, COMPARATIVE & INTERNATIONAL LAW	2	1.0%
REFERENCE/COLLECTION DEV FOR FOREIGN LAW	2	1.0%
REFERENCE & CATALOGING LIBRARIAN	2	1.0%
ALL OTHER JOB TITLES USED	21	10.4%
TOTAL NUMBER OF JOB TITLES (NUMBER OF ADS)	202	100.0%

The division into the eight categories located in Table 2 was aided by prior content analysis studies (Reser & Schuneman, 51). The most prevalent job type was the reference related job titles which accounted for 32% of the ads. The second largest category of titles, law librarian or assistant law librarian, made up 22% of the total number of ads.

TABLE 2

NUMBER AND TYPES OF POSITIONS ADVERTISED GROUPED BY BROAD CATEGORIES

JOB CATEGORY	f	%
LAW LIBRARIAN OR ASSISTANT LIBRARIAN	44	21.8%
REFERENCE RELATED LIBRARY POSITION	64	31.7%
CATALOGING	13	6.4%
DIRECTOR/ASSOCIATE DIRECTOR	22	10.9%
PUBLIC SERVICES	12	5.9%
TECHNICAL SERVICES/COMPUTER SERVICES	26	12.9%
ACQUISITIONS	6	3.0%
ALL OTHER JOB TITLES	15	7.4%
TOTAL	202	100.0%

Table 3 indicates the types of employers that advertised in the study period. By far the largest type of employer was the universities or law schools with 63% of the ads. The second highest number of ads, 21%, came from law firms. This indicates to future law librarians that universities and law schools are probably the most predominant employers of law librarians, with law firms being the second largest attractors. The breakdown by type of employer is carried through into the other categorical tables.

TABLE 3
DISTRIBUTION OF JOB ADS BY TYPE OF EMPLOYER

TYPES OF EMPLOYERS	f	%
UNIVERSITY OR LAW SCHOOL LIBRARIES	128	63.3%
LAW FIRMS	43	21.2%
COUNTY, STATE & CITY LAW LIBRARIES	10	5.0%
COURT AFFILIATED LIBRARIES (APP, SUP OR FED)	10	5.0%
MISCELLANEOUS LAW LIBRARIES (MEMORIAL LIBRARY, ABSTRACT SERVICE, LAW BOOK CO., CORPORATION & RESEARCH CENTER)	5	2.5%
LEGAL ASSOCIATIONS (AALL & BAR ASSOC.)	3	1.5%
EMPLOYER NOT DESCRIBED IN THE AD	3	1.5%
TOTAL NUMBER OF ADS	202	100.0%

The geographic location of each ad was coded on the state level, and then grouped (see Table 4 below) into the five regions used in the list of ALA Accredited Library Schools (Bowker 1993, 381).

TABLE 4
REGIONAL DISTRIBUTION OF ADVERTISEMENTS
BY TYPE OF EMPLOYER

LOCATION	UNIV./LAW SCHOOL		LAW FIRM		OTHER		TOTAL	
	f	%	f	%	f	%	f	%
NORTHEAST	40	19.8%	12	5.9%	7	3.5%	59	29.2%
SOUTHEAST	24	11.9%	6	3.0%	2	1.0%	32	15.9%
MIDWEST	33	16.3%	11	5.4%	8	4.0%	52	25.7%
SOUTHWEST	8	4.0%	0	0.0%	4	1.9%	12	5.9%
WEST	23	11.4%	14	6.9%	10	5.0%	47	23.3%
TOTALS	128	63.4%	43	21.2%	31	15.4%	202	100.0%

Table 5 shows the treatment of advanced degrees within all 202 job ads. The important wording in the ads centers around reference to "REQUIRED" or "PREFERRED" degrees. Slightly more than half the ads required just the MLS. The second largest group of employers required both a JD and an MLS. In comparison, only 3% of all the employers required just a JD.

TABLE 5

DEGREES REQUIRED AND PREFERRED
ALL EMPLOYER TYPES

ADVANCED DEGREE REQUIREMENTS	f	%
REQUIRE JUST MLS	102	50.5%
REQUIRE JUST JD	6	3.0%
REQUIRE BOTH JD & MLS	50	24.7%
REQUIRE BOTH JD MLS OR RELEVANT EXPERIENCE TO REPLACE ONE DEGREE	17	8.4%
REQUIRE EITHER MLS OR JD	11	5.4%
JUST PREFER MLS	10	5.0%
NO ADVANCED DEGREE MENTIONED	6	3.0%
TOTAL ADS	202	100.0%

Table 6, located on page 21, tabulates the advanced degree requirements and preferences by the type of employer. The table indicates that universities and law schools generally require, at the very least, an MLS with a preference or requirement of the JD as well. On the other hand, none of the law firms or other law library employers in this study indicated a requirement of both degrees, and in fact the MLS is the more preferred of the two advanced degrees.

TABLE 6
ADVANCED DEGREE REQUIREMENTS OR PREFERENCES
BY TYPE OF EMPLOYER

DEGREE REQUIREMENTS	UNIV./SCHOOLS		LAW FIRM		OTHER		TOTAL	
	f	%	f	%	f	%	f	%
JUST PREFER MLS	0	0.0%	8	3.9%	2	1.0%	10	4.9%
NO ADVANCED DEGREES SPECIFIED	2	1.0%	3	1.5%	1	0.5%	6	3.0%
REQUIRE BOTH MLS & JD	50	24.8%	0	0.0%	0	0.0%	50	24.8%
REQUIRE EITHER MLS OR JD	5	2.5%	2	1.0%	4	1.9%	11	5.4%
REQUIRE JD & MLS OR RELEVANT EXPERIENCE TO REPLACE ONE DEGREE	10	5.0%	0	0.0%	7	3.5%	17	8.5%
REQUIRE JUST JD AND PREFER MLS	4	1.9%	0	0.0%	2	1.0%	6	2.9%
REQUIRE JUST MLS AND PREFER JD	57	28.2%	30	14.9%	15	7.4%	102	50.5%
	128	63.4%	43	21.3%	31	15.3%	202	100.0%

Table 7 indicates the frequency with which employers specifically advertised for a person with law library experience. This is an important credential considering the fact that most library schools and law schools do not prepare the future law librarian for actual practice within a law library environment. The figures show that nearly 43% of employers specifically require law library experience, and almost 20% merely prefer that the candidate possess experience within a law library.

TABLE 7
LAW LIBRARY EXPERIENCE REQUIREMENTS OR PREFERENCES BY TYPE OF EMPLOYER

EXPERIENCE INDICATED IN AD	UNIV./LAW SCHOOL		LAW FIRM		OTHER		TOTAL	
	f	%	f	%	f	%	f	%
REQUIRE LAW LIBRARY EXPERIENCE	55	27.2%	20	10.0%	11	5.4%	86	42.6%
PREFER LAW LIBRARY EXPERIENCE	28	13.9%	4	1.9%	8	4.0%	40	19.8%
NO MENTION OF LAW LIBRARY EXPER.	45	22.3%	19	9.4%	12	5.9%	76	37.6%
	128	63.4%	43	21.3%	31	15.3%	202	100%

The use of law-related online telecommunication systems, often referred to as computer assisted legal research or CALR, is common in the law library environment and table 8 indicates the number of employers who require experience with using these systems. The most frequently mentioned system is the LEXIS online system which was required by 18.8% of the advertising employers.

TABLE 8
COMPUTER EXPERIENCE REQUIRED
BY TYPE OF EMPLOYER

COMPUTER EXPERIENCE -TELECOMMUNICATIONS	UNIV./LAW SCHOOL		LAW FIRM		OTHER		TOTAL	
	f	%	f	%	f	%	f	%
WESTLAW	25	12.4%	8	4.0%	2	1.0%	35	17.4%
LEXIS	25	12.4%	9	4.5%	4	1.9%	38	18.8%
DIALOG	17	8.4%	7	3.5%	1	0.5%	25	12.4%
INTERNET	5	2.5%	0	0.0%	0	0.0%	5	2.5%
ALTERNATE WORDING (CALR, OR ONLINE LEGAL RESEARCH SYSTEMS OR DATABASES)	16	7.9%	12	6.0%	7	3.5%	35	17.4%

Table 9 summarizes the aspect of salary within the ads. Less than 30% of the employers included a dollar amount. In a majority of those offers, the base or sole amount fell into the range of over $20,000 and under $40,000. Most employers chose to describe their salary offer rather than commit to a particular dollar value. One fourth of the employers made no mention of salary in their ads.

TABLE 9
SALARY OFFERS OR DESCRIPTIONS
ALL EMPLOYER TYPES

DESCRIPTION OF SALARY	f	%
$20,000-29,000	27	13.4%
$30,000-39,000	22	10.9%
$40,000-49,000	5	2.5%
$50,000-59,000	5	2.5%
$60,000 and over	1	0.5%
Negotiable	7	3.5%
Commensurate w/ experience	38	18.8%
Competitive	34	16.8%
Commensurate & Competitive	9	4.4%
Excellent	2	1.0%
No mention of salary	52	25.7%
	202	100.0%

Note: Dollar values are minimum or sole offers.

V. CONCLUSION

This content analysis uncovered some interesting requirements set by law library employers, and indicated where the greatest opportunities are for those wishing to join the profession. A candidate for a law library position should be aware that there is a high demand for knowledgeable legal reference librarians. The potential law librarian should also anticipate the need for both legal and library training to prepare for the specialized tasks inherent in the profession. A vast majority of employers will expect at least an MLS, and most university or law school employers will require, or strongly prefer, that the candidate for law librarian, or other law library professional, have both an MLS and a JD. This bit of information is important since over half of the jobs that are advertised in the law library trade newsletter, AALL Newsletter, are employers of university or law school law libraries. In addition, law library experience is highly recommended for the candidate wishing to successfully impress the law library employer. Experience with computer assisted legal research is not mandatory, but candidates who possess those skills have an improved chance of obtaining a professional law library position. And, although salary is often omitted from job ads, the high demand for skilled

and/or well educated law librarians within the law firm, law school, or university law library will tend to push the salary range higher since the demand exceeds the supply of qualified candidates that are graduating from library programs.

APPENDIX A

CODING SHEET

Job Title:

Degrees Required:

Degrees Preferred:

Work Experience:

Salary Offer:

Location of Job:

Computer Experience:

Westlaw

Lexis

Dialog

Internet

REFERENCE LIST

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